

## INTRODUCTION

The Psychology Service at the Federal Medical Center (FMC) in Lexington is delighted you are considering a predoctoral psychology internship with the Federal Bureau of Prisons (BOP). We hope this informational booklet will serve to answer some basic questions about our internship program, as well as dispel some of the more common stereotypes about working with a prison population.

This booklet will provide you with information about both the Bureau of Prisons in general, and FMC-Lexington in particular. The booklet begins by giving an overview of the BOP and discussing the roles of psychology and the psychology internship program within the Bureau.

The second part of this booklet provides a detailed discussion of the psychology internship program at FMC-Lexington. Included is information about client population, intern duties, rotations, outplacements, research opportunities, inservice training, supervision, and benefits.

The booklet concludes with a discussion of career opportunities within the BOP. Directions for applying for an psychology internship with the Bureau are outlined, and the APPIC policy regarding the new APPIC matching system are reviewed.

The choice and location of the predoctoral internship are two of the largest factors in determining subsequent career direction for the beginning psychologist. I urge you to consider carefully the material you read in this booklet. I believe our training program is of the highest quality, and will both challenge you and nurture you as you develop into a confident and knowledgeable mental health professional.

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Chris Canon, Ph.D.  
Director of Psychology Training  
Federal Medical Center  
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## **OVERVIEW OF THE FEDERAL BUREAU OF PRISONS**

The 99 facilities that comprise the Federal Prison System currently house 124,000 inmates (July 2000 figures). Inmates convicted of the most serious offenses and those whose institutional adjustment is poor are housed in maximum security settings, or penitentiaries. Most inmates live in medium, low or minimum security institutions affording greater degrees of personal freedom.

All facilities have in-house support services, including Medical and Psychology Departments. The Bureau maintains several Medical Centers to provide for prisoners whose medical needs cannot be adequately addressed in general population settings.

Although all prisoners have been convicted of federal crimes and separated from the community, inmates are individuals, each with his (or her--about eight percent are women) own needs and abilities. Some have made conscious decisions to engage in repeated criminal acts. Others are incarcerated for offenses which reflect uncharacteristic behavior, perhaps due to poor judgment and situational stress. Many inmates suffer from serious mental and behavioral disorders and require assistance in maintaining the degree of psychological stability necessary to function adequately in their environment.

The prevailing philosophy regarding rehabilitation is that it is not something that can or should be forced upon an inmate. However, the Bureau provides ample resources to assist those who are motivated to change maladaptive thought and behavior patterns. These include academic and vocational programs, chaplaincy programs, and a wide range of psychological services.

## **PSYCHOLOGY SERVICES IN THE BUREAU OF PRISONS**

Within each institution of the Federal Bureau of Prisons, psychologists function as the primary providers of mental health services to inmates. Departments range in size from a single individual to as many as 12 psychologists and operate in much the same way as community mental health centers. Most clients are self-referred. Some are staff-referred, or are advised by the Federal Courts or parole boards to seek treatment. In all cases, inmates have the right to accept or refuse psychological services.

Approximately 60% of federal inmates have been convicted of drug-related crimes, and the majority of these individuals have substance abuse histories. In response to this, Psychology Services has formulated DAP, the Drug/Alcohol Program, a treatment program which combines didactic and therapeutic approaches to offer clients a way out of the addiction-crime-prison cycle.

Psychologists are also called upon to respond to a range of other problems. They provide crisis intervention to acutely suicidal and psychotic individuals as well as psychotherapy to those seeking to resolve a variety of deeply entrenched, self-defeating habits.

Psychologists frequently provide assessments. Often, these are referrals from the Federal Courts or parole boards. Sometimes non-mental health staff within the institution will request evaluations. Bureau psychologists are also involved in conducting psychological assessments of candidates for the Federal Witness Protection Program.

The Bureau of Prisons employs only doctoral-level clinical and counseling psychologists. Staff are required to be licensed or license eligible, and are encouraged to seek further credentialing (e.g., ABPP, APA Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is guaranteed to every Bureau psychologist.

Starting from a mere seven institutions housing 12,000 inmates, the Bureau of Prisons has grown to its present size in the 60 years of its existence. Today the prison population is increasing at an unprecedented rate. In order to house and care for these inmates, many new institutions will be built, and thousands of new staff members hired. The need for psychologists will also increase, making the Federal Bureau of Prisons one of the largest employers of clinical and counseling psychologists in the United States.

## **THE PSYCHOLOGY INTERNSHIP AT FMC-LEXINGTON**

### **Accreditation**

The FMC-Lexington Psychology Internship Program is fully accredited by the American Psychological Association and meets all APA criteria for predoctoral internships in professional psychology.

The internship is considered a full-time, forty hour per week position. Release time for attending dissertation defense, meetings of the intern's research committee, and professional conferences can be arranged with the Director of Training.

### **Objectives and Philosophy**

The predoctoral professional psychology internship program at FMC Lexington endeavors to prepare interns for entry level service as practicing clinical and counseling psychologists. Our internship stresses the practitioner role within the scientist-practitioner continuum. We place great emphasis on providing interns with rich and varied clinical opportunities for experiential learning within a context of supportive guidance and supervision. Interns are given support for their scholarly and scientific research projects, and incorporation of scientific knowledge is highly valued. A core curriculum incorporating Assessment, Intervention, Consultation, Scholarly Activities, Professional Development, and Didactic Training forms the foundation for interns' experiences and is tailored to meet individual training needs.

Opportunity - FMC Lexington provides many rich training opportunities. Interns work with varied clinical presentations in psychodiagnostic assessment and evaluation, psychotherapy, and programmatic intervention regimens. Interns encounter both male and female clients, inmates of all ages and security levels, those with chronic medical and mental disorders, as well as healthy inmates in our general population. The institution houses inmates from around the globe. Our training program allows interns to spend six months on two training rotations, one of which focuses on specialized training (e.g. forensic assessment, behavioral medicine, working with the chronically mentally ill, substance abuse treatment) and one which provides more general exposure to adult correctional populations. A one-day-per-week, individually tailored, community based outplacement assignment provides further variety in clinical presentations, treatment settings and clinical supervision.

Experience - Interns at FMC Lexington pursue both common and individualized training goals, gaining experience which addresses areas of both remediation and growth. Individual initiative in setting goals, seeking varied experiences and providing clinical services to the inmate population

is encouraged. Interns' training experiences include collaborative work with psychologists, physicians, and other medical and correctional professionals. As a supplement to in vivo learning experiences, a series of didactic training seminars provides formal instruction in a variety of relevant topics.

Guidance - The internship at FMC Lexington is very challenging. The inmate population, the dynamics of working within a federal prison, and its high expectations for professional responsibility present interns with challenges not found in other training settings. Our training model provides a structure within which interns can meet the demands of this challenging environment while still being supported and encouraged to seek out learning opportunities. We seek to provide each intern with an optimal level of guidance, supervision and support to meet the demands of our challenging environment. An intensive 40 hour orientation program provides interns with information essential for working within a correctional facility. A 16 hour departmental orientation introduces interns to their role as mental health providers within the institution. Throughout the training year, in addition to formal supervision sessions, interns are encouraged to seek the guidance of all supervisory staff.

Although research is not a primary mission of either the Bureau of Prisons or the internship, interns are provided with both paid research time and logistical assistance with their dissertation projects. Interns may conduct dissertation research within the prison setting, using inmates or employees as research subjects. Integration of empirical research findings into clinical activities is encouraged via supervision, didactic seminars and individualized study.

Upon completing the internship, interns should be prepared to fill entry level doctoral positions in:

- a) general clinical / counseling psychology settings,
- b) professional psychology practice within a prison / correctional setting,
- c) postdoctoral training within a specialty area (e.g. forensics, substance abuse treatment, behavioral medicine).

### **Inmate Population at FMC-Lexington**

The inmate population at FMC-Lexington is quite varied. This institution houses both male and female prisoners in two separate facilities. A minimum security prison camp, outside the main institution fence, has a capacity of 225 female inmates. Inside the main institution, an inmate complement of 1750 men includes approximately 1300 low security general population inmates and an additional 450 men with chronic medical needs with all security level designations.

FMC-Lexington is a destination for outpatient forensic cases in the federal prison system. Lexington staff members perform many Court-ordered forensic evaluations for this population. As a Federal Medical Center, Lexington houses many inmates with chronic or ongoing medical concerns. We have a JCAH-accredited hospital and complete medical staff which provide services to inmates with various medical concerns.

Psychology staff and interns at FMC-Lexington are kept very busy addressing a wide variety of inmate concerns. Among our clients are inmates who would be diagnosed as having acute and chronic psychotic disorders, neurotic reactions, character and personality disorders, psychophysiological reactions, and behavioral adjustment reactions. Alcohol and drug addictions are common. In addition to these problems, many clients seek assistance with difficulties related to their incarceration (e.g., institutionalization and apathy, difficulties in maintaining family ties), or problems in anticipating their impending freedom (e.g., lack of job-seeking skills, fear of responsibility, anticipation of marital problems).

### **Major Internship Duties**

Interns' duties vary significantly depending on which rotation the interns are assigned. Each intern spends six months on each of two training rotations. A basic description of each rotation follows. In addition to rotation-specific assignments, all interns can expect to obtain training and experience in psychological assessment, individual and group psychotherapy, crisis management, including assessment of suicidality and psychosis, and consultation with other professionals.

### **Training Rotations**

Each psychology intern will experience two six-month rotations within the institution during the training year, as well as a weekly outplacement day in a community mental health setting. Possible rotation experiences are described below:

**Residential Substance Abuse Program.** Interns placed on this rotation become immersed in an intensive substance abuse treatment program. Approximately 116 inmates live together in a separate therapeutic community, and participate in four hours of treatment daily for a nine month period. Interns carry an individual therapy caseload, co-lead therapy and educational groups, and participate as members of the treatment planning team. Interns may also participate in a smaller dual diagnosis program serving the needs of inmates with histories of both substance abuse and mental illness. Opportunities also exist for intern participation in research, assessment and interviews of inmates for program eligibility.

**Forensic Evaluation Rotation.** This rotation affords interns the opportunity for in-depth experience with forensic evaluation. Interns perform psychological evaluations which have been ordered by the Federal Courts to assess competency to stand trial, responsibility at the time of the offense, and other questions. Interns are encouraged to attend related trials whenever possible.



**Behavioral Medicine Rotation.** Interns placed on this rotation work primarily in the chronic illness, hospital and health care units. They consult with medical and unit staff regarding treatment, and may lead a variety of psychoeducational groups related to medical issues. They have the opportunity to work with a variety of behavioral medicine issues which may include pain management, stress reduction, eating disorders, AIDS and HIV+ counseling, neuropsychological assessment, counseling elderly patients, sleep disorders, and weight control. The treatment philosophy focuses on providing symptom management and relief to patients in need. In that spirit, interns acquire skills in the following areas: 1) cognitive-behavioral interventions for medical problems; 2) hypnotherapeutic interventions for medical problems; 3) basic skills in biofeedback for the treatment of chronic pain.

**General Population Rotation.** Interns placed on this rotation serve as primary mental health provider to inmates living on a general population living unit which houses approximately 250 inmates with diverse criminal histories and a wide array of psychological issues. Intern responsibilities on this rotation include psychological screening of inmates, provision of individual and group psychotherapy, crisis counseling, and consultation with psychiatrists and non-mental health staff on the unit. Interns conduct psychological evaluations at the request of other unit staff. Interns build a client caseload, and may wish to take advantage of the opportunity to provide ongoing, long-term treatment to a number of clients. The general population intern co-leads training for inmates in our suicide watch program.

### **Outplacements**

Internships at FMC-Lexington include one day per week outplacements with several different medical and mental health treatment agencies. Assignments vary from year to year based on site availability and intern interest. Possible outplacement sites include:

**Cardinal Hill Hospital.** Interns can obtain in depth experience in the management on chronic pain in this rehabilitation hospital's four-week, interdisciplinary day treatment program.

**Comprehensive Care Centers.** Interns are provided with experience in community mental health provision, including individual and group therapy with children, families, and individuals, and psychological assessment, particularly vocational rehabilitation and social security insurance assessments.

**Eastern State Hospital.** Opportunities to work with the severely and chronically mentally ill can be had at Eastern State Hospital, which is a public psychiatric hospital.

**Eastern Kentucky University Counseling Center, Richmond, KY.** Interns conduct individual psychotherapy and provide various campus outreach services.

**Frazier Rehab Center, Louisville, KY.** Interns conduct neuropsychological assessments with inpatients and participate in structured didactic programs.

**Outplacements in Independent Practices.** Outplacements have been arranged with licensed psychologists in independent group practice settings. In these outplacements, the intern will negotiate with the FMC Director of Training and the outplacement supervisor for the particulars of the training experience.

**University of Kentucky Counseling and Testing Center.** Training opportunities include individual and group therapy with students of all ages for a wide range of concerns. If desired, the intern may also gain experience at this site in career testing and counseling.

**University of Kentucky Medical Center.** Training opportunities include a variety of behavioral medicine experiences including both clinical and research activities.

### **Didactic Training**

**Inservice Training.** Interns participate in a planned series of lectures, case conferences, workshops, discussions, and seminars on a multitude of issues.

Approximately six hours per month are devoted to inservice training. Regional mental health professionals are invited to FMC-Lexington on a regular basis to present on their areas of expertise. Additionally, FMC-Lexington's full-time psychology staff frequently contribute to student training through presentations reflecting their special interest areas.

A wide range of topic areas is typically covered within a given internship year. Examples from previous seminars include counseling HIV+ inmates, hypnotherapy, prediction of dangerousness, assessment of malingering, competency to stand trial, criminal responsibility, expert testimony, counseling victims of sexual violence, ethical issues for psychologists, counseling minority clients, psychopharmacology updates, substance abuse counseling with inmates, and job search preparation.

### **Supervision**

The psychology internship program at FMC-Lexington adheres to APA guidelines for supervision. These include a minimum of two hours of group supervision each week and two hours of individual supervision. One hour of individual supervision is provided at the outplacement site, with the remaining supervision hours provided at FMC-Lexington.

The Director of Psychology Training is responsible for the development, implementation and evaluation of the internship program. He makes training assignments, handles clinical and administrative problems, plans the sequence of formal training experiences, prevents duplication of experiences, and keeps in close contact with other supervisors. Each rotation has a statement of expected learning objectives, with the option of additional, individualized goals.

### **Research**

Intern participation in research is encouraged at FMC. Interns are permitted to spend up to ten percent of their work week engaged in planning, conducting, and evaluating research. Frequently, this involves the dissertation, but this allotment of time may also be used for other activities, such as staff projects or the interns' own approved programs. Opportunities exist for interns to conduct dissertation research using FMC inmates or staff as research subjects.

### **FULL-TIME PSYCHOLOGY STAFF, FMC-LEXINGTON**

Psychology Service at FMC-Lexington maintains a standard complement of seven full-time psychologists, six psychology interns, a full-time psychology technician and up to three part-time psychology practicum students. Seven drug treatment specialists are also a part of the department. We provide psychological services to inmates on all units/services. All psychologists and psychology interns have private offices and an assigned case load. Secretarial support is available on all units.

Chris Canon, Ph.D. - Dr. Canon is Director of Psychology Training. He earned his Ph.D. in Clinical Psychology at the University of Kentucky in 1992, and is licensed in Kentucky. He completed a predoctoral internship at the Veteran's Administration Medical Center in Lexington. His areas of interest include individual psychotherapy and personality assessment.

Redonna Chandler, Ph.D. - Dr. Chandler is Drug & Alcohol Program Coordinator. She completed her doctorate in Counseling Psychology at the University of Kentucky in 1993. She is licensed in Kentucky. Prior to joining FMC-Lexington, Dr. Chandler taught and directed the counseling center at a liberal arts college.

Michael DiBiasie, Ph.D. - Dr. DiBiasie is a Staff Psychologist assigned to Younty Unit. He completed his Ph.D. in Counseling Psychology at the Catholic University of America in 1989, and is licensed in Kentucky. Dr. DiBiasie worked at the Federal Correctional Institution in Ray Brook, New York, as the Behavioral Medicine Specialist before coming to Lexington in 1992. Dr. DiBiasie's interests include cognitive therapy, women's issues, and solution focused brief therapy. Dr. DiBiasie is the training coordinator for various Suicide Preventions programs within the facility, and also serves as a consultant to FMC's Hospice and Bereavement programs.

Michael Helvey, Ph.D. - Dr. Helvey is Chief of Psychology Services. He earned his doctorate in Clinical Psychology from the California School of Professional Psychology - Fresno in 1987. He directed a dual diagnosis treatment program in a V.A. hospital and held positions in the Bureau of Prisons in California and Arizona, prior to joining the staff at FMC Lexington. Dr. Helvey is licensed in Arizona. His primary clinical interest is working with individuals with character disorders.

Kristen Hungness, Psy.D. Dr. Hungness is a Staff Psychologist assigned to the women's camp. She provides a wide range of general psychology services and conducts forensic evaluations. She is a recent graduate of the Illinois School of Professional Psychology and the internship program at FMC Lexington.

Geraldo Lima, Ph.D. - Dr. Lima directs the Behavioral Medicine Program at FMC. He received his degree in Counseling Psychology from the University of Kentucky in 1994, the same year he completed his internship at FMC Lexington. He is licensed in Kentucky. Dr. Lima also works

actively with inmates from the mental health units. Dr. Lima's interests include hypnosis, clinical biofeedback, and psychodynamic psychotherapy.

Melissa R. Peters, Ph.D. Dr. Peters is a forensic psychologist who focuses on conducting evaluations of competency and responsibility for the federal courts. She received her doctorate in 1997 from the University of Virginia after completing an internship at the Federal Correctional Institution at Butner, NC. Dr. Peters is licensed in Kentucky.

### **OUTPLACEMENT SUPERVISORY STAFF**

All outplacement supervisors are licensed, doctoral level psychologists who are in active practice at their respective agencies. Because great care is taken to place interns at outplacement sites which meet their training needs, both outplacements and outplacement supervisors change somewhat from one training year to the next.

## **FREQUENTLY ASKED QUESTIONS**

**Q:** Won't my training be too limited if I just work with inmates?

**A:** Virtually any mental health issue that exists among the general population of adults in our culture also exists among inmates. There are many parallels that can be drawn between the presenting problems and client characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those with hidden agendas, clients in crisis and those with less acute but more long-term concerns, and some with greater psychological resources than others.

Although many inmates fit the popular stereotype of the hard-core criminal or repeat offender, others are first-time offenders who genuinely want to change the maladaptive behavior and thought patterns that led them to prison. Some are "white-collar" offenders. Others suffer from severe Axis I disorders, including schizophrenia and bipolar disorder.

However, we readily acknowledge prison inmates constitute a homogeneous population to some degree. It is partly for this reason that one of the core elements of the program is a one day per week outplacement.

**Q:** How "marketable" will my internship be?

**A:** Following APA guidelines for the predoctoral internship experience, we seek interns who are interested in being trained as clinical generalists. Upon completion of their training, many interns accept offers of employment with the Bureau of Prisons. However, others assume positions in community mental health centers, private practices, hospitals, and other settings.

Past FMC Lexington interns work in BOP facilities, VA Medical Centers, Rehabilitation Centers, Psychiatric Hospitals, Community Mental Health Centers, Regional Correctional Facilities, Academic Positions, and Private Practices.

**Q:** Is it safe to work in a prison?

**A:** The safety of both staff and inmates is the highest priority of the Bureau of Prisons. The Federal Prison System has implemented many security procedures and installed an array of equipment to make the facilities safe

for staff and inmates alike. In this and many other respects, we consider ourselves second to no other prison system in the world. Although it would be impossible to guarantee unconditionally anyone's safety in a correctional (or any other work) setting, staff and interns who conduct themselves professionally have little reason to fear for their safety.

Q: Is the Bureau of Prisons an Equal Opportunity Employer?

A: Absolutely. We highly encourage the applications of women and minorities.

### **Benefits**

Interns at FMC will receive the following benefits:

- a stipend of \$28,500 (2000 figure);
- prorated annual and sick leave
- liability coverage for on-site professional activities;
- support for research activities, including dissertations



### **The Community and Surrounding Area**

The city of Lexington is located in the heart of the "Bluegrass Region" of central Kentucky . The present population of greater Lexington is approximately 240,000. Surrounding the city are many luxurious horse-breeding farms and country estates. The Bluegrass Region, the horse capital of the world, is characterized by miles of white fences and acres of pastures and horses. Lexington serves as a center of trade for central and eastern Kentucky and is undergoing rapid expansion. The climate is very pleasant with cool nights in summer, and no prolonged periods of heat, cold, rain, wind or snow. Lexington is served by seven airlines. The city is also the hub of a network of interstate highways which provide easy access by bus or automobile. Housing is readily available on either a rental or purchase basis.

**Educational Facilities.** Lexington is the home of the University of Kentucky; Transylvania University; Lexington Theological Seminary; and several denominational seminaries. The University of Kentucky Medical Center has added to the stature of the community as a center of medical education and training. The city-county, parochial, and private elementary and secondary schools and business colleges offer a wide range of choice in educational facilities.

**Recreational Facilities.** There are several lakes and the Kentucky River near the city, which provide excellent opportunities for fishing, swimming, boating, and canoeing. Other recreational facilities include major intercollegiate football and basketball. Professional baseball and football are available in Cincinnati, Ohio, less than one and a half hours drive away. Louisville is approximately 75 miles away. Thoroughbred races are held in the fall and spring at Keeneland Racecourse. Standardbred races are held semiannually at "The Red Mile" the Lexington trotting track. Country clubs, public golf courses, tennis courts, public parks, swimming pools, and playgrounds provide a variety of recreational opportunities.

**Cultural Activities.** Lexington has a rich cultural life for a city of its size. The Lexington Philharmonic, Central Kentucky Youth Symphony, and Lexington Singers offer classical and popular concerts. Local theater groups offer a variety of traditional and experimental dramatic presentations.

The visual arts are represented at the Headley-Whitney and University of Kentucky Museums, at several galleries and at periodic shows by the Lexington Art League. The University of Kentucky is a major sponsor of cultural events.

## **EMPLOYMENT OPPORTUNITIES WITH THE FEDERAL BUREAU OF PRISONS**

For over twenty years, the Bureau of Prisons has relied on the Psychology Internship Program to provide a large proportion of the number of entry-level clinical and counseling psychologists required to meet staffing needs. About 60% of the psychologists currently employed by the Bureau began their careers after completing internships with us.

Projections indicate a dramatic increase in the inmate census in the coming years. Positions for psychologists will be available to meet the mental health needs of these new federal prisoners. While we do not promise jobs automatically to those who are accepted into the internship program, we prefer to hire people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we will look to our intern classes first in making employment offers.

Newly selected staff generally start at the GS-11 salary level (\$41,834 2000 figures). However, particularly well-qualified individuals may be offered higher starting salaries. Upon successful completion of their first year, psychologists are automatically upgraded to the GS-12 level (current salary range \$50,139 - \$65,179). Salaries are somewhat higher in geographical areas with higher costs of living. Further upgrades to the GS-13 and GS-14 levels are possible. Positions with the BOP at all grade levels include the full federal employment benefits package. Many staff psychologists become Department Heads within several years of joining the Bureau.

In the Bureau of Prisons, psychologists enjoy a great deal of professional autonomy as the main providers of mental health services. As a staff psychologist, you would have the opportunity to be involved in:

- Forensic Evaluations for the Federal Courts
- Psychological Evaluations of Candidates  
for the Witness Protection Program
- Hostage Negotiation Training
- Chemical Abuse Treatment Programs
- Suicide Prevention Program
- Crisis Intervention Response Team for Trauma Victims
- Pre-doctoral Internship Training Program
- Employee Assistance Program
- Inpatient Mental Health Program
- Staff Training
- Research

Annual continuing education, funded by the Bureau is granted as part of each psychologist's professional development program.

Bureau psychologists may engage in outside employment, such as private practice or teaching.

As federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan which includes several attractive options for tax-deferred savings similar to a 401(k) plan. Bureau employees may retire after 20 years, provided they have reached the age of 50, and receive a full pension. The Bureau of Prisons is an equal opportunity employer. However, in accordance with Public Law 93-350, applicants for entry-level staff positions must be under the age of 37 at the time of appointment, with waivers possible to age 39.

**(PLEASE NOTE: the age restriction described above does not apply to psychology interns. The psychology internship program at FMC actively encourages applications from persons over forty years of age.)**

## **APPLYING TO THE PSYCHOLOGY INTERNSHIP PROGRAM**

### Requirements and Procedures

The positions offered for the 2001-2002 year are open to all students enrolled in doctoral programs in clinical and counseling psychology, although strong preference will be given to applicants from APA-accredited programs in clinical or counseling psychology. In order to be internship eligible, students must have successfully completed all doctoral course work by the beginning of the internship. The Bureau of Prisons is an Equal Opportunity Employer, and encourages the application of minority students.

**Note: The deadline for completed applications is November 15, 2000.**

Positions will be filled strictly in accordance with APPIC policy. All materials should be returned to the Director of Psychology Training, Dr. Chris Canon.

As completed packages are received, they are evaluated, and suitable candidates invited for an interview. Interviews will generally be held during January. Applicants are strongly encouraged to make arrangements for a personal interview at the site, which has obvious advantages for both parties.

**All Bureau of Prisons positions are designated as "sensitive." Consequently, applicants must successfully complete a security clearance procedure before the offer of an internship position can be made. This procedure includes an interview with the Personnel Department, as well as a background investigation and drug screen. These personnel interviews will generally take place on the same date as the personal interview with the Psychology Services. If you are applying to more than one Bureau of Prisons internship site, results of the personnel interview may be transferred to other sites.**

Materials

To have your application considered, **all** application materials must be received by **November 15**. Completed application packages include:

- the APPIC Application for Psychology Internship;  
  
[Applicants are encouraged to obtain an electronic copy of the application form directly from APPIC. However, applications must be submitted by mail with original signatures.]
- a statement of your interest in an internship at FMC Lexington including your goals for an internship year here (not to exceed 200 words);
- a current Vita which lists practicum work, academic and professional experience, and research;
- official transcripts of all graduate and undergraduate work, mailed to us by the institution;
- letters of recommendation from three sources who are able to evaluate your work in psychology and your personal qualifications.

Psychology Services at FMC-Lexington is very proud of our program. I look forward to the opportunity to talk with you about it. If you have questions you'd like answered before beginning the application procedure, contact:

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